

PUGET SOUND NAVAL SHIPYARD & INTERMEDIATE MAINTENANCE FACILITY



Bremerton, Washington

PUGET SOUND AREA



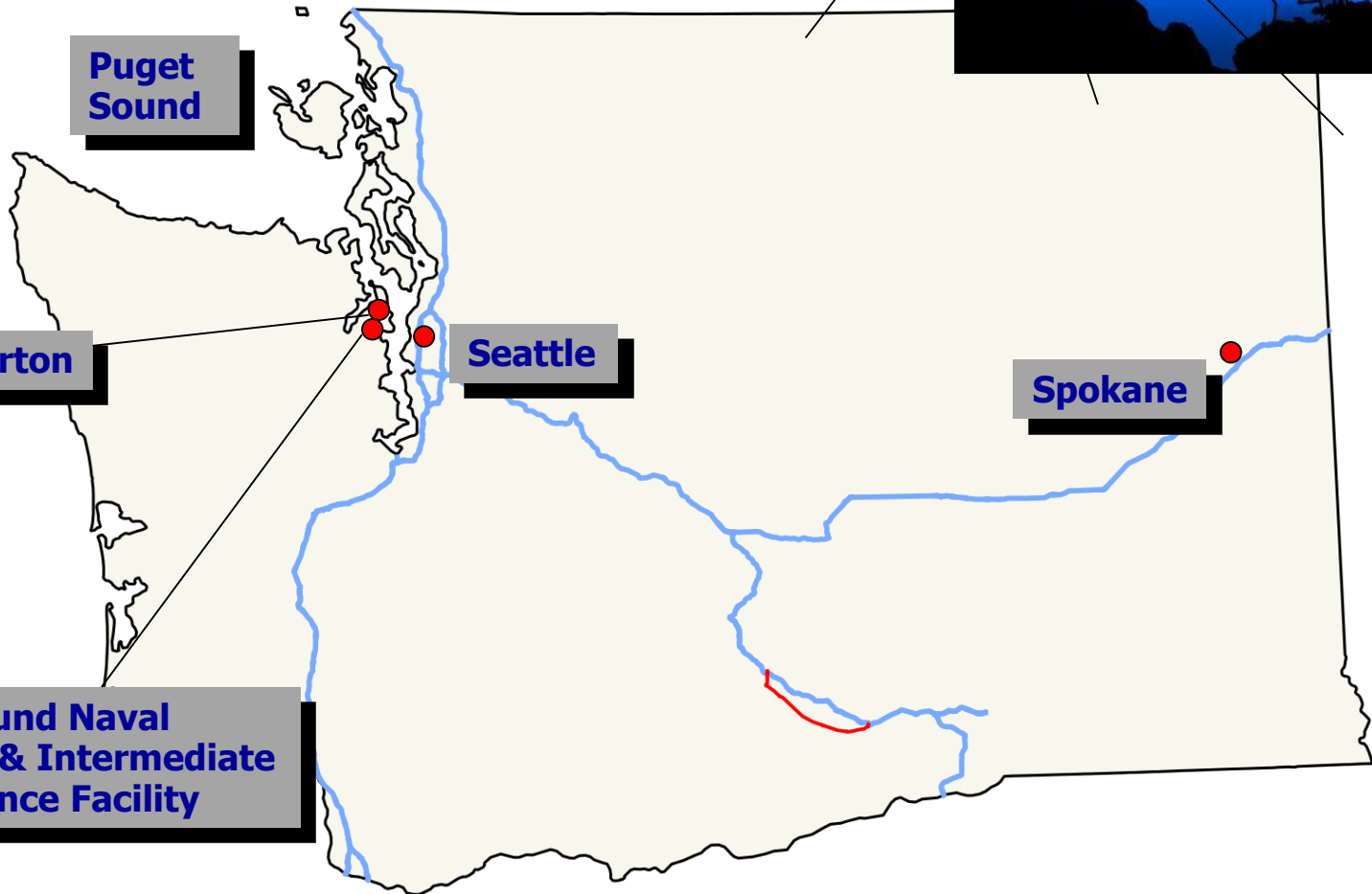
Puget Sound

Bremerton

Seattle

Spokane

**Puget Sound Naval
Shipyard & Intermediate
Maintenance Facility**



SHIPYARD HISTORY

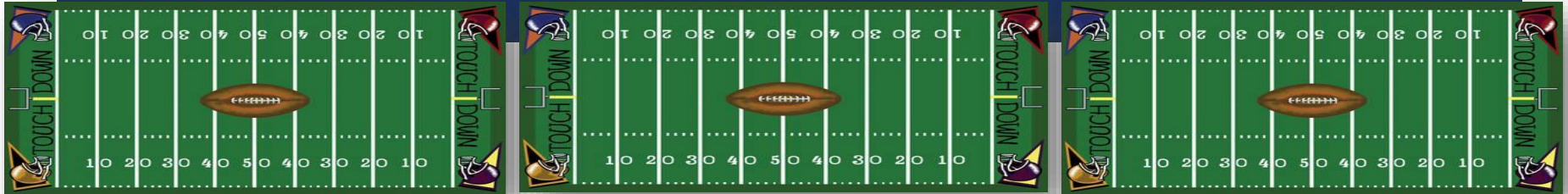
- 1891- Naval Station established
- Key role in WWI, WWII & Korean War
- Naval Nuclear Propulsion Program began in 1965

Lay of the Land

- 732 acres, 313 on land
- 2.3 miles of shoreline
- 9 piers, 6 dry docks
- 382 buildings



HOW BIG?

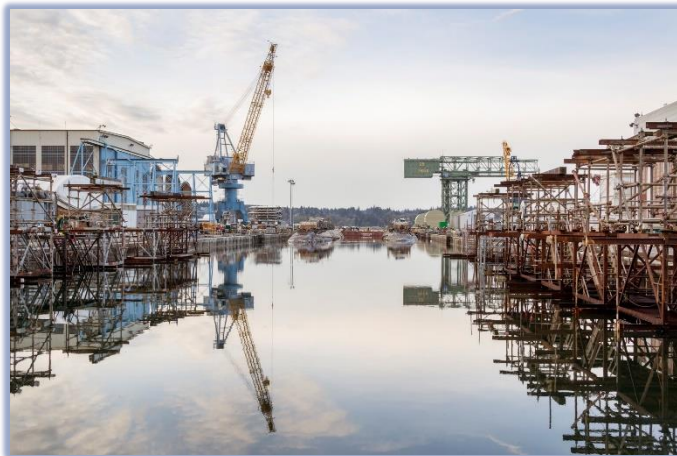


Displacement Statistics

- Nimitz class carrier: 102,000 tons
- Trident submarine: 18,750 tons
- Semi truck: 40 tons

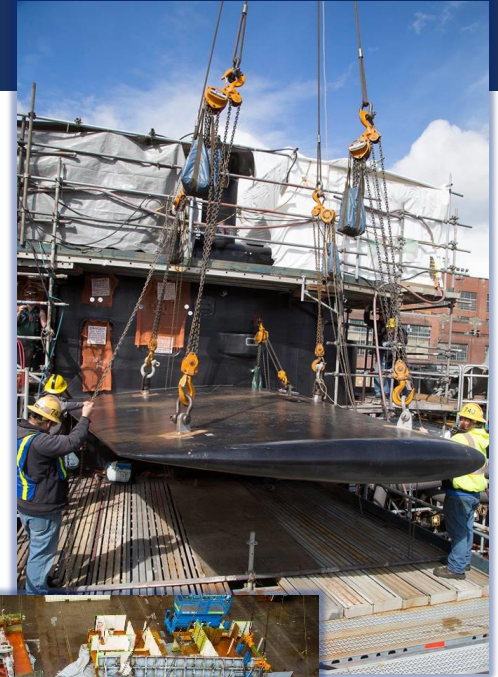
WHY WORK FOR PSNS & IMF?

- ~2,500 engineers
- You will grow and be challenged
- Pay and benefits are competitive
- Field, Office & Management opportunities
- Pacific Northwest is an amazing area!



OVERVIEW

- **Command's Mission:** We exist to maintain, modernize and retire our Navy's fleet.
- **Employ +15,000 (2,500 engineers) DOD Civilians**
- **Multiple engineering departments**
 - Nuclear Engineering
 - Non-Nuclear Engineering
 - Crane Engineering
 - Ocean Engineering
- **Typical hiring goal:** ~ 120 - 200 engineers



ADDITIONAL INFORMATION

- We offer Ample skill training
- You have a choice between Urban vs. Rural
- Why we come here to recruit engineers?



CHOOSE A TOPIC...

- What will we DO?
- Pay/Bonuses/Promotions
- Benefits
- Retirement
- Annual leave/sick leave
- Overtime/Shift Work
- Citizenship/Security Clearance
- Continuing Ed/Training
- Internship Program
- Repair and Maintenance vs. Design
- Office vs. Field work
- Pacific NW
- Travel
- Student Loan Repayment
- Recreation
- Volunteer Opportunities

WHAT DO WE DO?



- Testing
- Troubleshooting
- Technical Expertise
- Process Improvement
- Industrial Safety/Health
- Potential to move into other areas, management



ENGINEERING DEPARTMENTS

- **Technical Departments**

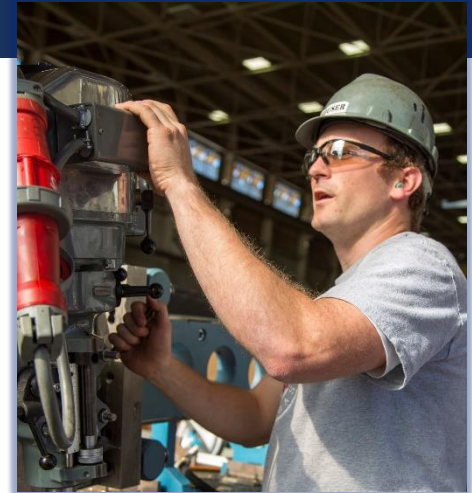
- Cognizance of components in a system
- Troubleshoot problems
- Write technical direction for the work to be completed

- **Testing Departments**

- Test components/systems at operating conditions
- Isolate components to support technical departments

- **Reactor Servicing Department**

- Replace spent fuel or defuel submarines



PAY

- Entry level GPA ≥ 2.95 (GS 7)
\$61,500 + bonus*
- Masters degree (GS 9) or >1 year Post-Undergrad Engineering Experience
\$71,400 + bonus*
- GPA 2.6 - 2.94 (GS 5)
\$49,000 + bonus*

*** Bonus up to \$10,000**

based on degree/position/commitment

PROMOTIONS

- Bachelor's GPA 2.5 – 2.94 (GS 5)
 - Start ~ \$49,000
 - Working level \$84,000 in 3.5 yrs, pending performance and qualification.
- Bachelor's GPA ≥ 2.95 (GS 7)
 - Start ~ \$61,500
 - Working level \$84,000 in 2.5 yrs, pending performance and qualification.
- Master's (Nuclear GS 9)
 - Start ~ \$71,400
 - Working level \$84,000 in 2 yrs, pending performance and qualification.

BENEFITS - TRANSPORTATION

- Moving Expense Reimbursement
 - Moving expenses reimbursed if currently living greater than 50 miles from PSNS & IMF
 - Ability to receive a travel advance in some cases

Vanpools



Ferries



Worker Driver Buses



Kitsap Transit Buses



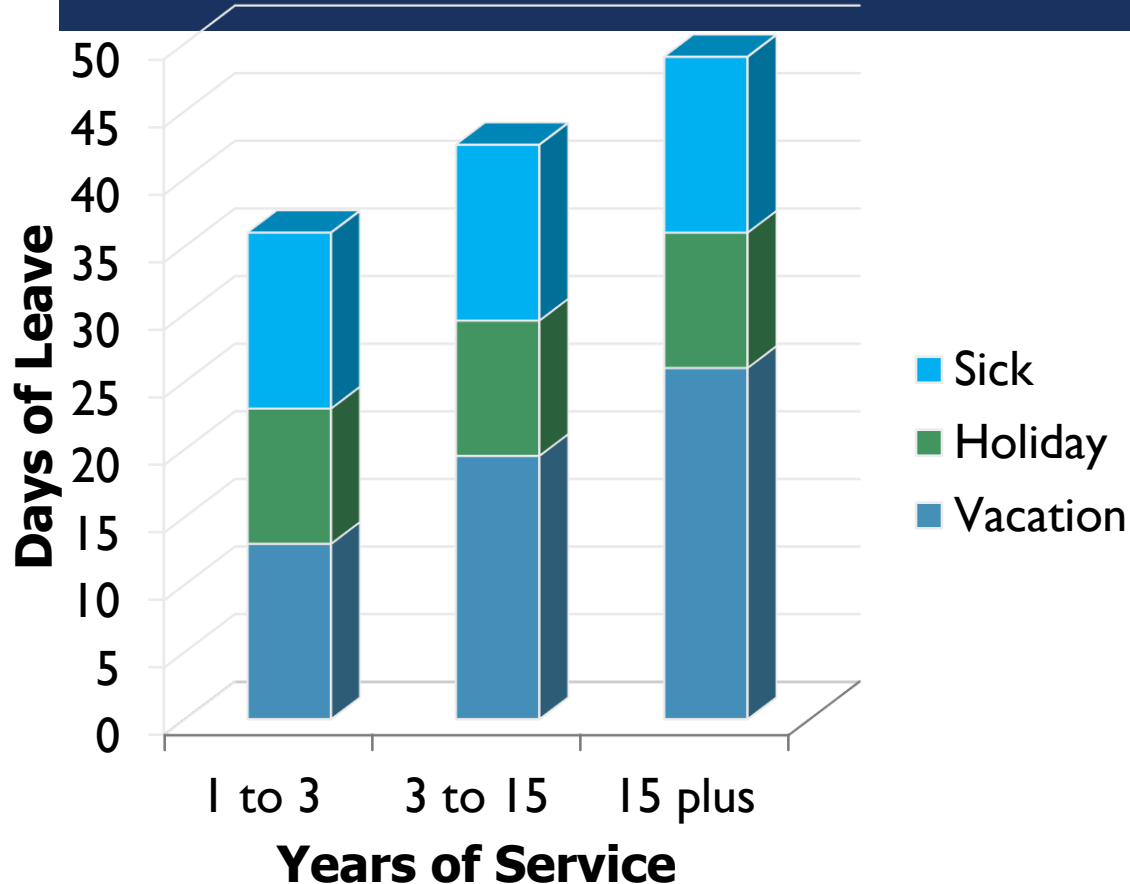
BENEFITS - INSURANCE

- **Health Insurance – multiple options**
 - Gov pays ~70%,
 - Employee pays ~30% (\$45 - \$490 every 2 wks)
- **Life Insurance**
 - Gov pays ~30%,
 - Employee pays ~70% (\$9.50 every 2 wks) for basic
- **Long Term Care Insurance**
 - Eligible for various coverage (family included)
- **Flexible Spending & Health Savings Accounts**
 - Pre-tax dollars to pay for out of pocket expenses

RETIREMENT

- **Federal Employees Retirement System (FERS)**
 - Retire as early as 57, with 30 years government service
 - FERS lifetime check, Social Security, Thrift Saving Plan
- **Thrift Saving Plan (TSP)**
 - Federal governments version of 401(k)
 - Government matches up to 5% - starts immediately
 - Employee contributions immediately

ANNUAL/SICK LEAVE



- 13 - 26 days paid vacation per year (Annual Leave)
- 13 days of sick leave per year
- 10 paid holidays per year

OVERTIME

- Engineers earn overtime when working more than 8 hours per day and/or more than 40 hours a week
- Employees have the option to earn overtime pay or to earn compensation time when working extra hours

SHIFT WORK

- 24/7 facility – Mission Driven
- Varying Shifts throughout day:
 - Day Shift
 - Swing Shift
 - Graveyard shift
- Generally, it is known ahead of time when a specific project is assigned shift work



CITIZENSHIP/SECURITY CLEARANCE

- PSNS is an equal opportunity employer
- Must be a **U.S. Citizen**, no dual citizenship
- Security clearance
 - Personnel Security Office does interim clearance check
 - Office of Personnel Management does in-depth background check (records check, letters sent to references)
 - Process for an interim clearance can take up to 2-3 months
 - Process for final clearance can take over a year



CONTINUING EDUCATION

- Application based opportunities for Continuing Education Funding Assistance:
 - Fundamentals of Engineering (FE/EIT) and Professional Engineering (PE) licensing
 - PSNS & IMF sponsors Shipyard related coursework/Education programs
 - Corporate University partnership with local Community College



COMMAND UNIVERSITY



**Leadership development
is available to employees at
all levels**

SKILL TRAINING



- Radiological Fundamentals
- Nuclear Reactor Systems
- Propulsion Plant Training
- Submarine and Surface Ship Orientation
- Cleanliness Control
- Mentoring



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ENGINEERING INTERNS

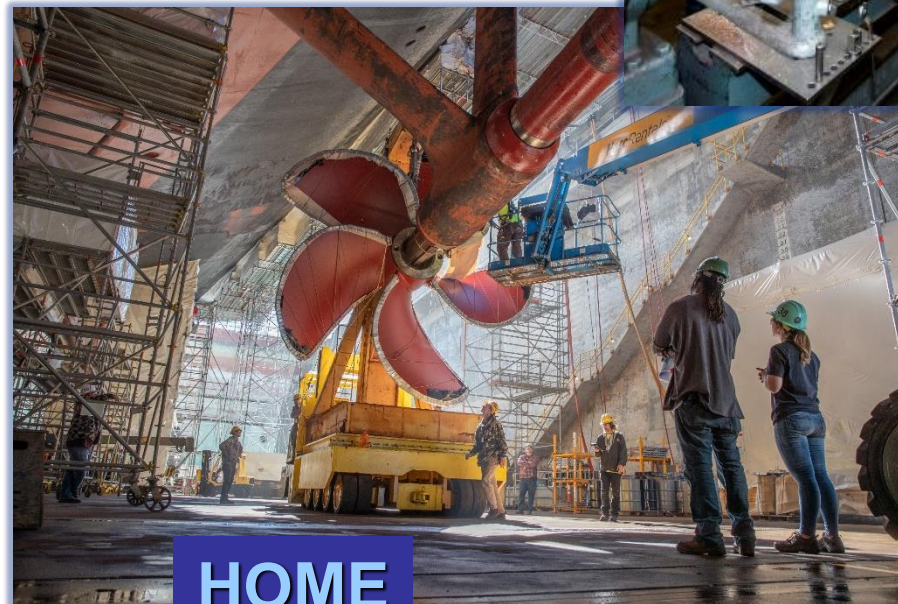
- Pay is between \$14-\$18/hr
- Shipyard assists with tuition and books
- 1 year school assistance = 1 year service
- Interns earn annual leave (vacation) and sick leave while working
- Interns are eligible for same benefits as full time employees
- Must be a full-time student



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REPAIR AND MAINTENANCE VS. DESIGN

- We maintain, upgrade and repair Aircraft Carriers and Submarines
- We are not a ship design facility
- During maintenance and upgrades we face many unique problems that often require innovative solutions
- Creativity is the key!



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FIELD WORK VS. OFFICE WORK



Field



Office



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PUGET SOUND AREA



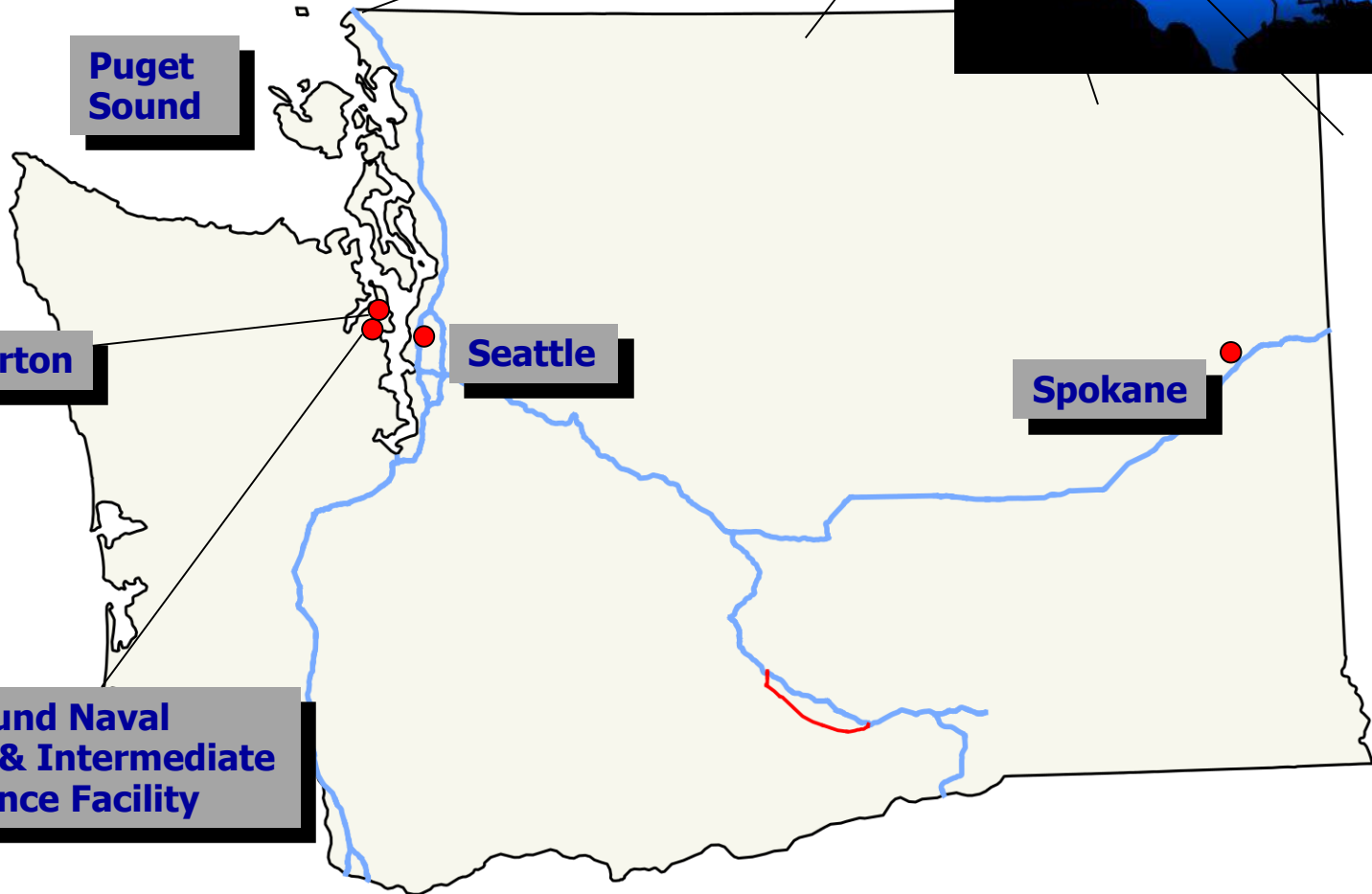
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PUGET SOUND AREA



Seattle

**Bainbridge
Island**

Bremerton

**Puget Sound Naval
Shipyard**

PUGET SOUND AREA



Olympic Mountains

Bremerton

Puget Sound Naval
Shipyard

KITSAP PENINSULA



Green Mountain Summit



Waterfront Sunrise at PSNS & IMF



Pt. Townsend

THE SCENIC NORTHWEST



**3rd Beach near
Forks, WA**



Marrowstone Island, Ft. Flagler



Tulip Festival, Mt. Vernon

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OFF STATION WORK LOCATIONS

- **United States**

- Everett, WA
- **Bangor, WA**
- **San Diego, CA**
- Pearl Harbor, HI
- Portsmouth, NH
- West Milton, NY
- Pittsburgh, PA
- Norfolk, VA
- Little Creek, VA
- Newport News, VA
- Pascagoula, MS

- **Europe**

- London, England
- Gaeta, Italy
- Toulon, France

- **Middle East**

- Bahrain
- Dubai

- **Pacific**

- **Yokosuka, Japan**
- Sasebo, Japan
- Guam

Highlighted locations are primary work sites for shipyard employees

YOKOSUKA, JAPAN



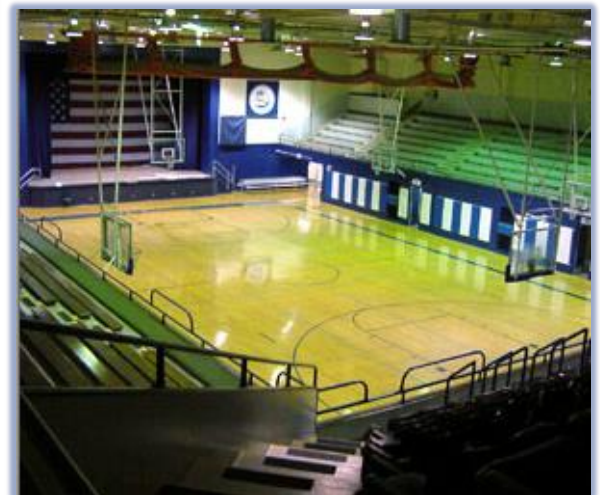
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FEDERALLY INSURED STUDENT LOAN REPAYMENT

- **Currently up to \$45,000 in student loan repayment!**
 - Shipyard will pay up to \$5,000/year for 3 year service agreement
 - Must work in the shipyard for 1 year prior to applying
 - Employee must work for Shipyard for 3-years in return
 - Renewable for two additional 3-year terms, as funding allows

BASE RECREATION



SEATTLE



Benaroya Symphony Hall



Space Needle



5th Avenue Theater



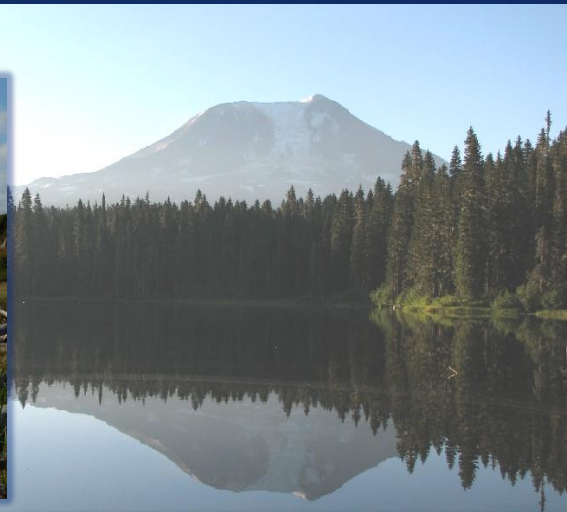
Seattle Art Museum

FOR THE OUTDOOR MINDED

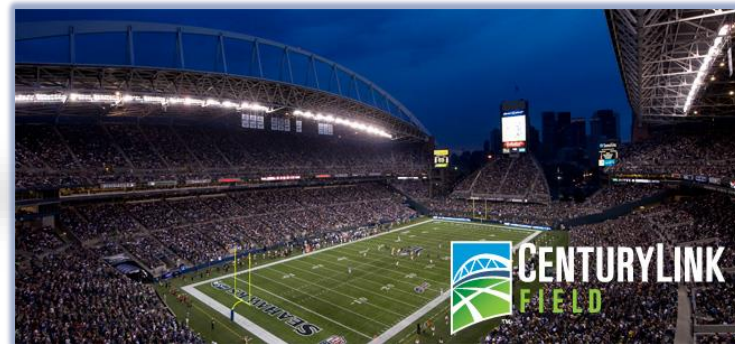
- Skiing, Scuba Diving, Hiking, Snowshoeing, Kayaking, Sailing, Whale Watching, Fishing, Camping, Biking, Running



MORE OUTDOORS



PRO SPORTS



VOLUNTEER OPPORTUNITIES

- Local Schools
- Environmental
- Community
- Sports Coaches
- Local organizations
- Professional organizations



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